

2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

Region 4, Atlanta
1st Level Trend Report

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT



Over
687,000
Federal
Employees'
Opinions



Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

Response Summary

	Surveys Completed
2012 Governmentwide	687,687
2012 Environmental Protection Agency	8,847
2012 Region 4, Atlanta	634
2011 Region 4, Atlanta	491
2010 Region 4, Atlanta	467
2008 Region 4, Atlanta	417
2006 Region 4, Atlanta	672

This 2012 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
2012 Governmentwide	686,499	63.2%	16.6%	20.2%
2012 Environmental Protection Agency	8,832	67.8%	15.8%	16.5%
2012 Region 4, Atlanta	633	66.9%	14.7%	18.4%
2011 Region 4, Atlanta	490	66.5%	13.6%	19.9%
2010 Region 4, Atlanta	466	64.6%	16.4%	19.1%
2008 Region 4, Atlanta	417	66.8%	17.8%	15.4%
2006 Region 4, Atlanta	672	63.5%	17.8%	18.7%

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2012 Governmentwide	684,821	71.9%	14.5%	13.6%
2012 Environmental Protection Agency	8,812	73.6%	13.8%	12.7%
2012 Region 4, Atlanta	632	74.3%	13.6%	12.1%
2011 Region 4, Atlanta	491	75.4%	13.1%	11.5%
2010 Region 4, Atlanta	467	73.4%	12.7%	13.9%
2008 Region 4, Atlanta	417	73.9%	15.1%	11.0%
2006 Region 4, Atlanta	672	73.1%	15.4%	11.5%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
2012 Governmentwide	681,499	57.8%	18.7%	23.5%
2012 Environmental Protection Agency	8,769	64.5%	16.4%	19.1%
2012 Region 4, Atlanta	627	61.1%	17.7%	21.1%
2011 Region 4, Atlanta	491	58.6%	15.9%	25.5%
2010 Region 4, Atlanta	465	59.0%	16.4%	24.7%
2008 Region 4, Atlanta	417	64.6%	15.9%	19.6%
2006 Region 4, Atlanta	672	60.8%	18.1%	21.1%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2012 Governmentwide	684,685	72.4%	14.4%	13.2%
2012 Environmental Protection Agency	8,817	74.5%	13.7%	11.8%
2012 Region 4, Atlanta	632	76.3%	10.9%	12.7%
2011 Region 4, Atlanta	490	73.7%	12.8%	13.4%
2010 Region 4, Atlanta	464	73.6%	13.4%	12.9%
2008 Region 4, Atlanta	417	73.0%	15.1%	11.9%
2006 Region 4, Atlanta	672	71.6%	15.3%	13.1%

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Work Experience (continued)

5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2012 Governmentwide	682,133	83.8%	10.4%	5.7%
2012 Environmental Protection Agency	8,788	83.4%	10.9%	5.7%
2012 Region 4, Atlanta	632	83.2%	10.0%	6.8%
2011 Region 4, Atlanta	491	83.2%	10.6%	6.2%
2010 Region 4, Atlanta	465	82.7%	10.2%	7.1%
2008 Region 4, Atlanta	417	81.8%	11.7%	6.5%
2006 Region 4, Atlanta	672	82.0%	12.1%	5.9%

6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2012 Governmentwide	681,765	80.1%	10.9%	9.0%
2012 Environmental Protection Agency	8,775	78.3%	11.6%	10.1%
2012 Region 4, Atlanta	630	78.9%	10.4%	10.7%
2011 Region 4, Atlanta	490	75.4%	14.4%	10.2%
2010 Region 4, Atlanta	464	77.3%	10.8%	11.9%
2008 Region 4, Atlanta	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--

7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2012 Governmentwide	684,790	96.5%	2.3%	1.2%
2012 Environmental Protection Agency	8,813	97.4%	1.6%	0.9%
2012 Region 4, Atlanta	631	96.9%	1.5%	1.6%
2011 Region 4, Atlanta	490	97.2%	1.3%	1.5%
2010 Region 4, Atlanta	467	96.5%	2.8%	0.7%
2008 Region 4, Atlanta	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Work Experience (continued)

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2012 Governmentwide	685,285	91.4%	7.1%	1.5%
2012 Environmental Protection Agency	8,820	90.6%	7.9%	1.5%
2012 Region 4, Atlanta	632	90.2%	8.0%	1.8%
2011 Region 4, Atlanta	491	87.2%	10.4%	2.3%
2010 Region 4, Atlanta	467	89.4%	8.9%	1.6%
2008 Region 4, Atlanta	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	684,607	48.0%	16.9%	35.1%	1,655
2012 Environmental Protection Agency	8,814	42.0%	18.0%	40.0%	19
2012 Region 4, Atlanta	631	46.6%	16.5%	36.8%	2
2011 Region 4, Atlanta	491	45.9%	15.2%	38.9%	0
2010 Region 4, Atlanta	466	43.8%	17.9%	38.3%	1
2008 Region 4, Atlanta	413	48.0%	18.6%	33.4%	4
2006 Region 4, Atlanta	665	46.6%	16.5%	36.9%	7

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	683,078	58.9%	16.2%	24.9%	1,258
2012 Environmental Protection Agency	8,790	57.4%	17.8%	24.8%	15
2012 Region 4, Atlanta	631	56.9%	18.7%	24.5%	0
2011 Region 4, Atlanta	490	57.7%	16.5%	25.8%	1
2010 Region 4, Atlanta	467	56.2%	14.2%	29.7%	0
2008 Region 4, Atlanta	415	56.4%	18.1%	25.5%	2
2006 Region 4, Atlanta	668	60.8%	15.4%	23.8%	4

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	671,969	59.5%	16.8%	23.7%	3,517
2012 Environmental Protection Agency	8,657	58.9%	16.8%	24.3%	37
2012 Region 4, Atlanta	626	57.2%	17.3%	25.5%	4
2011 Region 4, Atlanta	484	57.3%	14.0%	28.7%	2
2010 Region 4, Atlanta	465	56.8%	15.5%	27.6%	1
2008 Region 4, Atlanta	414	59.7%	17.4%	22.9%	3
2006 Region 4, Atlanta	663	59.3%	16.7%	24.0%	9

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	681,644	83.7%	10.1%	6.2%	2,503
2012 Environmental Protection Agency	8,785	84.7%	9.4%	5.9%	27
2012 Region 4, Atlanta	629	83.4%	8.7%	8.0%	3
2011 Region 4, Atlanta	489	82.3%	10.3%	7.4%	1
2010 Region 4, Atlanta	464	84.6%	7.7%	7.7%	2
2008 Region 4, Atlanta	415	87.6%	6.5%	5.8%	2
2006 Region 4, Atlanta	668	85.4%	9.9%	4.7%	4

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	680,836	91.2%	6.2%	2.5%	1,769
2012 Environmental Protection Agency	8,755	88.1%	8.6%	3.3%	29
2012 Region 4, Atlanta	628	85.7%	10.3%	4.1%	2
2011 Region 4, Atlanta	488	87.3%	6.8%	6.0%	1
2010 Region 4, Atlanta	464	87.3%	7.9%	4.9%	1
2008 Region 4, Atlanta	415	89.7%	6.7%	3.6%	2
2006 Region 4, Atlanta	670	89.4%	7.8%	2.9%	2

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	683,306	67.5%	14.0%	18.5%	2,522
2012 Environmental Protection Agency	8,808	73.7%	12.6%	13.8%	17
2012 Region 4, Atlanta	630	69.2%	14.5%	16.3%	1
2011 Region 4, Atlanta	489	74.0%	11.8%	14.2%	2
2010 Region 4, Atlanta	466	68.8%	13.3%	17.9%	0
2008 Region 4, Atlanta	412	67.2%	15.6%	17.2%	5
2006 Region 4, Atlanta	669	67.5%	14.0%	18.5%	3

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	675,095	68.8%	14.8%	16.4%	10,306
2012 Environmental Protection Agency	8,698	68.3%	16.4%	15.3%	121
2012 Region 4, Atlanta	625	67.3%	16.7%	16.0%	7
2011 Region 4, Atlanta	482	65.5%	13.6%	20.8%	7
2010 Region 4, Atlanta	462	60.9%	14.0%	25.1%	3
2008 Region 4, Atlanta	408	65.6%	16.4%	18.1%	9
2006 Region 4, Atlanta	664	60.9%	18.9%	20.2%	8

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	681,102	82.8%	11.8%	5.5%	3,032
2012 Environmental Protection Agency	8,770	83.1%	11.9%	5.0%	39
2012 Region 4, Atlanta	627	81.1%	14.3%	4.6%	3
2011 Region 4, Atlanta	488	80.0%	14.2%	5.8%	2
2010 Region 4, Atlanta	464	81.8%	12.7%	5.5%	3
2008 Region 4, Atlanta	414	84.1%	11.1%	4.8%	3
2006 Region 4, Atlanta	671	80.5%	15.2%	4.3%	1

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Work Experience (continued)

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	656,457	61.5%	19.5%	19.0%	27,152
2012 Environmental Protection Agency	8,020	60.8%	22.0%	17.3%	793
2012 Region 4, Atlanta	584	55.9%	23.3%	20.8%	46
2011 Region 4, Atlanta	463	51.5%	23.3%	25.2%	28
2010 Region 4, Atlanta	438	48.6%	23.9%	27.5%	29
2008 Region 4, Atlanta	377	41.6%	27.9%	30.5%	40
2006 Region 4, Atlanta	601	41.5%	29.8%	28.7%	71

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	677,385	53.1%	23.4%	23.6%	7,250
2012 Environmental Protection Agency	8,717	44.2%	26.9%	28.9%	103
2012 Region 4, Atlanta	627	52.2%	24.3%	23.5%	4
2011 Region 4, Atlanta	483	53.2%	22.0%	24.8%	5
2010 Region 4, Atlanta	462	51.0%	22.1%	26.9%	2
2008 Region 4, Atlanta	412	61.1%	24.1%	14.8%	5
2006 Region 4, Atlanta	661	54.8%	24.5%	20.6%	11

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	668,068	67.5%	14.8%	17.7%	18,229
2012 Environmental Protection Agency	8,656	59.0%	18.2%	22.8%	183
2012 Region 4, Atlanta	624	59.6%	18.1%	22.2%	9
2011 Region 4, Atlanta	478	57.9%	14.2%	27.9%	11
2010 Region 4, Atlanta	465	57.6%	13.6%	28.8%	2
2008 Region 4, Atlanta	408	59.9%	15.0%	25.0%	9
2006 Region 4, Atlanta	--	--	--	--	--

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
2012 Governmentwide	685,205	72.8%	14.3%	12.9%
2012 Environmental Protection Agency	8,815	77.7%	12.8%	9.5%
2012 Region 4, Atlanta	634	76.8%	11.5%	11.7%
2011 Region 4, Atlanta	483	74.7%	14.0%	11.4%
2010 Region 4, Atlanta	460	77.9%	10.0%	12.1%
2008 Region 4, Atlanta	417	86.0%	8.1%	6.0%
2006 Region 4, Atlanta	672	83.9%	9.4%	6.6%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	662,253	43.5%	27.2%	29.4%	23,872
2012 Environmental Protection Agency	8,463	44.0%	24.4%	31.6%	365
2012 Region 4, Atlanta	604	47.1%	24.5%	28.5%	28
2011 Region 4, Atlanta	462	48.5%	22.5%	29.0%	29
2010 Region 4, Atlanta	450	44.9%	26.1%	29.1%	16
2008 Region 4, Atlanta	408	48.5%	28.1%	23.4%	9
2006 Region 4, Atlanta	656	41.4%	31.0%	27.5%	16

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	645,137	33.5%	29.2%	37.3%	39,208
2012 Environmental Protection Agency	8,120	40.2%	28.2%	31.6%	696
2012 Region 4, Atlanta	583	39.1%	26.9%	33.9%	50
2011 Region 4, Atlanta	461	34.8%	24.7%	40.5%	28
2010 Region 4, Atlanta	446	38.1%	23.3%	38.6%	21
2008 Region 4, Atlanta	395	39.2%	25.2%	35.6%	22
2006 Region 4, Atlanta	647	38.9%	25.9%	35.3%	25

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Work Unit (continued)

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	632,125	29.4%	27.8%	42.8%	51,759
2012 Environmental Protection Agency	7,724	26.2%	30.5%	43.3%	1,094
2012 Region 4, Atlanta	558	24.8%	30.0%	45.2%	74
2011 Region 4, Atlanta	448	24.2%	27.2%	48.7%	42
2010 Region 4, Atlanta	428	23.6%	27.6%	48.8%	39
2008 Region 4, Atlanta	383	22.9%	31.3%	45.8%	34
2006 Region 4, Atlanta	627	21.1%	31.1%	47.8%	45

24. *In my work unit, differences in performance are recognized in a meaningful way.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	652,024	33.8%	29.2%	37.0%	32,505
2012 Environmental Protection Agency	8,119	34.6%	29.9%	35.5%	691
2012 Region 4, Atlanta	593	33.9%	28.5%	37.6%	39
2011 Region 4, Atlanta	464	28.2%	29.1%	42.7%	26
2010 Region 4, Atlanta	445	32.8%	25.4%	41.8%	22
2008 Region 4, Atlanta	393	35.2%	33.1%	31.7%	24
2006 Region 4, Atlanta	647	30.5%	33.4%	36.1%	25

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	648,791	41.0%	25.4%	33.6%	35,445
2012 Environmental Protection Agency	8,083	45.2%	24.9%	29.9%	731
2012 Region 4, Atlanta	585	40.1%	26.2%	33.8%	43
2011 Region 4, Atlanta	458	37.6%	25.4%	37.0%	32
2010 Region 4, Atlanta	441	40.1%	20.5%	39.4%	25
2008 Region 4, Atlanta	395	47.9%	21.4%	30.8%	22
2006 Region 4, Atlanta	655	43.1%	24.1%	32.8%	17

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	681,951	72.3%	14.6%	13.1%	2,878
2012 Environmental Protection Agency	8,778	74.6%	13.3%	12.1%	41
2012 Region 4, Atlanta	627	74.9%	12.0%	13.1%	2
2011 Region 4, Atlanta	488	70.5%	14.2%	15.3%	1
2010 Region 4, Atlanta	462	74.7%	11.9%	13.4%	3
2008 Region 4, Atlanta	416	76.8%	11.8%	11.4%	1
2006 Region 4, Atlanta	671	75.4%	11.3%	13.3%	1

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	661,501	54.7%	28.6%	16.8%	23,067
2012 Environmental Protection Agency	8,380	51.5%	32.2%	16.4%	440
2012 Region 4, Atlanta	595	53.5%	31.4%	15.1%	34
2011 Region 4, Atlanta	468	52.9%	29.5%	17.6%	23
2010 Region 4, Atlanta	444	52.9%	31.4%	15.7%	23
2008 Region 4, Atlanta	402	51.5%	30.4%	18.1%	15
2006 Region 4, Atlanta	656	48.5%	31.6%	20.0%	16

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
2012 Governmentwide	683,823	83.4%	13.6%	3.0%
2012 Environmental Protection Agency	8,803	87.2%	11.1%	1.7%
2012 Region 4, Atlanta	629	86.7%	11.4%	1.9%
2011 Region 4, Atlanta	491	83.3%	14.9%	1.8%
2010 Region 4, Atlanta	467	85.8%	13.2%	0.9%
2008 Region 4, Atlanta	417	86.1%	12.8%	1.1%
2006 Region 4, Atlanta	672	83.7%	14.8%	1.5%

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	662,287	71.6%	17.2%	11.2%	9,223
2012 Environmental Protection Agency	8,532	73.5%	16.2%	10.3%	169
2012 Region 4, Atlanta	612	75.9%	15.7%	8.4%	11
2011 Region 4, Atlanta	478	76.2%	14.1%	9.8%	9
2010 Region 4, Atlanta	447	73.1%	15.7%	11.2%	16
2008 Region 4, Atlanta	414	74.6%	13.8%	11.6%	3
2006 Region 4, Atlanta	667	76.0%	13.6%	10.3%	5

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	657,623	45.2%	26.0%	28.8%	13,810
2012 Environmental Protection Agency	8,451	49.2%	24.3%	26.6%	249
2012 Region 4, Atlanta	605	46.6%	24.3%	29.1%	19
2011 Region 4, Atlanta	472	42.0%	26.2%	31.8%	13
2010 Region 4, Atlanta	449	39.0%	26.8%	34.2%	15
2008 Region 4, Atlanta	409	44.2%	25.0%	30.8%	8
2006 Region 4, Atlanta	658	44.2%	28.0%	27.8%	14

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	658,648	48.4%	24.1%	27.5%	11,646
2012 Environmental Protection Agency	8,486	58.2%	22.0%	19.8%	205
2012 Region 4, Atlanta	615	55.3%	20.0%	24.7%	10
2011 Region 4, Atlanta	482	50.3%	23.4%	26.3%	3
2010 Region 4, Atlanta	457	49.3%	21.2%	29.5%	7
2008 Region 4, Atlanta	--	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--	--

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Agency (continued)

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	650,663	38.5%	29.6%	31.9%	18,726
2012 Environmental Protection Agency	8,391	46.4%	28.5%	25.1%	271
2012 Region 4, Atlanta	605	44.3%	25.8%	29.9%	16
2011 Region 4, Atlanta	478	38.9%	30.4%	30.7%	6
2010 Region 4, Atlanta	445	41.7%	25.9%	32.4%	19
2008 Region 4, Atlanta	409	48.8%	25.6%	25.5%	8
2006 Region 4, Atlanta	659	47.2%	26.2%	26.6%	13

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	628,870	21.6%	28.1%	50.2%	40,108
2012 Environmental Protection Agency	7,875	20.4%	31.8%	47.8%	795
2012 Region 4, Atlanta	572	18.6%	30.9%	50.5%	49
2011 Region 4, Atlanta	466	18.7%	30.6%	50.7%	20
2010 Region 4, Atlanta	436	17.5%	29.5%	53.1%	27
2008 Region 4, Atlanta	388	26.4%	29.1%	44.5%	29
2006 Region 4, Atlanta	642	21.9%	30.8%	47.3%	30

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	625,285	56.8%	29.1%	14.1%	44,977
2012 Environmental Protection Agency	8,157	64.0%	22.9%	13.1%	525
2012 Region 4, Atlanta	595	65.8%	21.6%	12.7%	27
2011 Region 4, Atlanta	459	63.0%	22.7%	14.3%	26
2010 Region 4, Atlanta	432	61.7%	22.4%	15.9%	32
2008 Region 4, Atlanta	403	68.5%	20.2%	11.3%	14
2006 Region 4, Atlanta	640	65.3%	23.3%	11.4%	32

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Agency (continued)

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	662,923	76.9%	13.4%	9.7%	7,525
2012 Environmental Protection Agency	8,500	85.7%	9.9%	4.4%	186
2012 Region 4, Atlanta	610	85.1%	10.3%	4.6%	12
2011 Region 4, Atlanta	478	85.9%	7.8%	6.3%	7
2010 Region 4, Atlanta	459	81.1%	13.5%	5.4%	4
2008 Region 4, Atlanta	411	84.5%	10.5%	5.0%	6
2006 Region 4, Atlanta	665	83.2%	13.2%	3.6%	7

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	661,974	78.0%	13.9%	8.2%	7,292
2012 Environmental Protection Agency	8,510	76.6%	15.8%	7.6%	171
2012 Region 4, Atlanta	609	76.1%	16.5%	7.4%	14
2011 Region 4, Atlanta	474	70.2%	15.4%	14.3%	10
2010 Region 4, Atlanta	455	73.9%	18.0%	8.2%	9
2008 Region 4, Atlanta	410	80.0%	12.2%	7.7%	7
2006 Region 4, Atlanta	664	66.7%	23.3%	9.9%	8

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	636,579	51.2%	23.4%	25.4%	32,982
2012 Environmental Protection Agency	7,993	56.4%	21.8%	21.8%	689
2012 Region 4, Atlanta	581	47.9%	22.7%	29.4%	44
2011 Region 4, Atlanta	450	46.2%	22.7%	31.1%	36
2010 Region 4, Atlanta	431	43.5%	23.2%	33.3%	31
2008 Region 4, Atlanta	368	46.6%	25.2%	28.2%	49
2006 Region 4, Atlanta	619	41.1%	28.9%	30.0%	53

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	615,998	65.9%	20.0%	14.1%	51,862
2012 Environmental Protection Agency	7,648	69.2%	17.9%	12.9%	1,013
2012 Region 4, Atlanta	553	61.0%	21.4%	17.6%	69
2011 Region 4, Atlanta	431	56.2%	22.2%	21.6%	55
2010 Region 4, Atlanta	413	51.5%	26.3%	22.2%	51
2008 Region 4, Atlanta	368	55.8%	21.6%	22.6%	49
2006 Region 4, Atlanta	586	57.6%	25.3%	17.1%	86

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	658,423	76.4%	16.7%	6.9%	10,424
2012 Environmental Protection Agency	8,555	76.3%	16.6%	7.2%	129
2012 Region 4, Atlanta	616	77.9%	14.2%	7.9%	5
2011 Region 4, Atlanta	478	75.6%	19.3%	5.1%	4
2010 Region 4, Atlanta	455	73.3%	18.8%	7.9%	5
2008 Region 4, Atlanta	--	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2012 Governmentwide	669,665	66.8%	19.9%	13.4%
2012 Environmental Protection Agency	8,691	74.6%	15.7%	9.7%
2012 Region 4, Atlanta	622	71.5%	18.0%	10.5%
2011 Region 4, Atlanta	483	67.9%	20.2%	11.9%
2010 Region 4, Atlanta	464	70.1%	17.9%	12.1%
2008 Region 4, Atlanta	417	69.9%	15.4%	14.7%
2006 Region 4, Atlanta	672	67.9%	17.8%	14.2%

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	606,522	42.4%	29.1%	28.4%	63,385
2012 Environmental Protection Agency	7,747	44.5%	30.6%	24.9%	948
2012 Region 4, Atlanta	567	41.6%	27.9%	30.4%	55
2011 Region 4, Atlanta	449	38.6%	28.0%	33.4%	37
2010 Region 4, Atlanta	414	41.6%	26.1%	32.3%	50
2008 Region 4, Atlanta	--	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--	--

My Supervisor/Team Leader

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	663,393	76.7%	11.9%	11.4%	4,030
2012 Environmental Protection Agency	8,616	84.6%	8.6%	6.8%	55
2012 Region 4, Atlanta	618	86.4%	7.5%	6.1%	3
2011 Region 4, Atlanta	486	81.0%	10.8%	8.2%	1
2010 Region 4, Atlanta	460	86.3%	6.4%	7.3%	2
2008 Region 4, Atlanta	414	81.0%	13.4%	5.6%	3
2006 Region 4, Atlanta	664	85.5%	10.1%	4.5%	8

43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	663,693	65.2%	17.7%	17.1%	2,957
2012 Environmental Protection Agency	8,622	71.1%	15.3%	13.6%	29
2012 Region 4, Atlanta	614	70.2%	16.6%	13.2%	3
2011 Region 4, Atlanta	485	63.2%	19.5%	17.3%	1
2010 Region 4, Atlanta	456	71.2%	13.1%	15.7%	6
2008 Region 4, Atlanta	--	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--	--

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Supervisor/Team Leader (continued)

44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	658,206	62.2%	19.2%	18.6%	6,888
2012 Environmental Protection Agency	8,560	65.9%	17.3%	16.8%	69
2012 Region 4, Atlanta	612	65.7%	17.8%	16.5%	6
2011 Region 4, Atlanta	480	61.7%	17.6%	20.7%	5
2010 Region 4, Atlanta	458	64.8%	16.4%	18.8%	3
2008 Region 4, Atlanta	411	57.7%	19.6%	22.7%	6
2006 Region 4, Atlanta	665	59.8%	18.4%	21.8%	7

45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	615,578	64.5%	24.6%	10.9%	49,711
2012 Environmental Protection Agency	7,749	69.4%	22.7%	7.9%	902
2012 Region 4, Atlanta	559	65.6%	25.7%	8.7%	59
2011 Region 4, Atlanta	435	62.7%	24.5%	12.9%	50
2010 Region 4, Atlanta	413	66.1%	25.3%	8.6%	49
2008 Region 4, Atlanta	--	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--	--

46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	662,244	60.8%	20.6%	18.7%	3,265
2012 Environmental Protection Agency	8,600	62.5%	20.2%	17.2%	45
2012 Region 4, Atlanta	614	63.5%	19.7%	16.8%	5
2011 Region 4, Atlanta	483	56.9%	21.8%	21.3%	0
2010 Region 4, Atlanta	457	61.1%	21.2%	17.7%	4
2008 Region 4, Atlanta	--	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--	--

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Supervisor/Team Leader (continued)

47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	657,845	65.1%	18.6%	16.3%	7,510
2012 Environmental Protection Agency	8,541	70.0%	16.7%	13.3%	114
2012 Region 4, Atlanta	609	71.8%	15.3%	12.9%	11
2011 Region 4, Atlanta	478	68.1%	15.2%	16.7%	6
2010 Region 4, Atlanta	451	68.9%	16.0%	15.1%	10
2008 Region 4, Atlanta	413	69.1%	17.0%	14.0%	4
2006 Region 4, Atlanta	668	70.7%	15.7%	13.6%	4

48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2012 Governmentwide	665,079	74.3%	13.2%	12.5%
2012 Environmental Protection Agency	8,647	81.0%	10.0%	9.0%
2012 Region 4, Atlanta	620	81.2%	8.9%	9.9%
2011 Region 4, Atlanta	485	75.5%	12.1%	12.4%
2010 Region 4, Atlanta	462	77.5%	12.5%	10.0%
2008 Region 4, Atlanta	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--

49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2012 Governmentwide	664,171	79.4%	11.1%	9.5%
2012 Environmental Protection Agency	8,637	83.9%	8.7%	7.4%
2012 Region 4, Atlanta	620	81.9%	8.8%	9.3%
2011 Region 4, Atlanta	484	77.8%	12.2%	10.0%
2010 Region 4, Atlanta	462	81.7%	8.2%	10.1%
2008 Region 4, Atlanta	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Supervisor/Team Leader (continued)

50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2012 Governmentwide	664,039	76.8%	10.5%	12.7%
2012 Environmental Protection Agency	8,636	85.3%	7.0%	7.7%
2012 Region 4, Atlanta	618	82.8%	7.4%	9.9%
2011 Region 4, Atlanta	485	83.3%	7.9%	8.7%
2010 Region 4, Atlanta	461	85.2%	6.9%	7.9%
2008 Region 4, Atlanta	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2012 Governmentwide	663,909	65.8%	17.2%	17.0%
2012 Environmental Protection Agency	8,634	70.4%	15.4%	14.2%
2012 Region 4, Atlanta	620	69.3%	13.1%	17.5%
2011 Region 4, Atlanta	480	61.6%	18.5%	19.9%
2010 Region 4, Atlanta	459	67.3%	17.1%	15.7%
2008 Region 4, Atlanta	417	63.9%	16.7%	19.4%
2006 Region 4, Atlanta	672	63.3%	18.8%	17.9%

52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	N	Positive	Neutral	Negative
2012 Governmentwide	663,472	68.4%	18.9%	12.6%
2012 Environmental Protection Agency	8,640	73.4%	17.2%	9.4%
2012 Region 4, Atlanta	618	74.1%	14.6%	11.3%
2011 Region 4, Atlanta	485	65.9%	21.0%	13.1%
2010 Region 4, Atlanta	460	71.6%	18.7%	9.7%
2008 Region 4, Atlanta	417	67.8%	17.6%	14.6%
2006 Region 4, Atlanta	672	66.2%	22.8%	11.0%

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

Leadership

53. In my organization, leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	651,887	42.9%	26.2%	30.9%	6,310
2012 Environmental Protection Agency	8,483	42.9%	27.4%	29.8%	105
2012 Region 4, Atlanta	605	41.1%	25.9%	33.0%	11
2011 Region 4, Atlanta	483	38.7%	23.3%	37.9%	2
2010 Region 4, Atlanta	455	33.8%	25.4%	40.8%	3
2008 Region 4, Atlanta	413	35.1%	30.1%	34.8%	4
2006 Region 4, Atlanta	665	36.3%	30.1%	33.6%	7

54. My organization's leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	638,553	55.1%	23.1%	21.8%	19,203
2012 Environmental Protection Agency	8,207	58.5%	22.5%	19.0%	370
2012 Region 4, Atlanta	597	51.7%	20.9%	27.4%	18
2011 Region 4, Atlanta	473	45.2%	25.4%	29.4%	12
2010 Region 4, Atlanta	444	39.4%	24.2%	36.4%	15
2008 Region 4, Atlanta	402	41.0%	26.4%	32.6%	15
2006 Region 4, Atlanta	644	45.8%	28.8%	25.3%	28

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	631,883	63.4%	22.2%	14.4%	24,592
2012 Environmental Protection Agency	8,049	65.3%	21.9%	12.7%	519
2012 Region 4, Atlanta	582	62.8%	21.3%	15.9%	33
2011 Region 4, Atlanta	463	57.5%	22.4%	20.2%	21
2010 Region 4, Atlanta	436	53.6%	27.3%	19.1%	21
2008 Region 4, Atlanta	402	63.1%	21.9%	15.0%	15
2006 Region 4, Atlanta	654	64.2%	21.8%	14.0%	18

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

Leadership (continued)

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	651,106	62.4%	19.9%	17.7%	5,427
2012 Environmental Protection Agency	8,504	62.2%	20.9%	16.8%	68
2012 Region 4, Atlanta	608	65.3%	16.4%	18.3%	7
2011 Region 4, Atlanta	481	62.8%	18.5%	18.7%	3
2010 Region 4, Atlanta	457	60.5%	19.1%	20.4%	1
2008 Region 4, Atlanta	413	61.8%	18.1%	20.1%	4
2006 Region 4, Atlanta	669	63.0%	20.0%	17.0%	3

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	621,279	62.0%	23.4%	14.6%	34,259
2012 Environmental Protection Agency	8,063	62.8%	23.6%	13.7%	490
2012 Region 4, Atlanta	587	67.6%	18.7%	13.8%	27
2011 Region 4, Atlanta	448	65.0%	20.6%	14.5%	36
2010 Region 4, Atlanta	438	62.5%	22.0%	15.5%	21
2008 Region 4, Atlanta	400	65.3%	22.1%	12.6%	17
2006 Region 4, Atlanta	650	67.9%	21.6%	10.5%	22

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	639,009	53.3%	23.0%	23.8%	17,366
2012 Environmental Protection Agency	8,386	54.1%	23.0%	23.0%	189
2012 Region 4, Atlanta	601	56.1%	21.4%	22.6%	14
2011 Region 4, Atlanta	477	51.7%	24.0%	24.3%	8
2010 Region 4, Atlanta	443	51.9%	25.1%	23.0%	14
2008 Region 4, Atlanta	414	61.1%	21.0%	17.9%	3
2006 Region 4, Atlanta	661	59.2%	20.6%	20.2%	11

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

Leadership (continued)

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	637,138	56.9%	23.0%	20.1%	18,374
2012 Environmental Protection Agency	8,376	60.6%	21.3%	18.0%	198
2012 Region 4, Atlanta	609	61.0%	18.6%	20.4%	7
2011 Region 4, Atlanta	475	56.8%	21.1%	22.1%	9
2010 Region 4, Atlanta	448	60.9%	18.2%	20.9%	9
2008 Region 4, Atlanta	--	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--	--

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	625,622	57.9%	24.0%	18.1%	30,480
2012 Environmental Protection Agency	8,234	61.1%	23.9%	15.0%	342
2012 Region 4, Atlanta	591	62.3%	20.8%	16.9%	22
2011 Region 4, Atlanta	470	52.9%	26.3%	20.9%	13
2010 Region 4, Atlanta	449	53.1%	24.7%	22.1%	10
2008 Region 4, Atlanta	--	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--	--

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	648,951	54.1%	23.3%	22.6%	7,190
2012 Environmental Protection Agency	8,496	53.7%	23.6%	22.7%	82
2012 Region 4, Atlanta	611	51.7%	21.9%	26.4%	5
2011 Region 4, Atlanta	480	48.4%	25.6%	26.1%	4
2010 Region 4, Atlanta	452	45.8%	22.5%	31.6%	4
2008 Region 4, Atlanta	415	45.7%	21.7%	32.6%	2
2006 Region 4, Atlanta	668	48.3%	25.3%	26.4%	4

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	598,453	54.0%	27.6%	18.4%	56,981
2012 Environmental Protection Agency	7,852	64.3%	23.4%	12.3%	721
2012 Region 4, Atlanta	575	69.2%	19.8%	11.0%	41
2011 Region 4, Atlanta	442	60.2%	24.3%	15.4%	42
2010 Region 4, Atlanta	411	51.7%	27.4%	21.0%	47
2008 Region 4, Atlanta	--	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--	--

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
2012 Governmentwide	652,744	51.6%	23.7%	24.7%
2012 Environmental Protection Agency	8,541	55.7%	22.1%	22.2%
2012 Region 4, Atlanta	613	56.2%	19.6%	24.3%
2011 Region 4, Atlanta	485	50.7%	23.3%	26.0%
2010 Region 4, Atlanta	456	51.1%	20.3%	28.7%
2008 Region 4, Atlanta	417	54.5%	22.2%	23.3%
2006 Region 4, Atlanta	672	55.4%	21.8%	22.8%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
2012 Governmentwide	652,105	48.4%	24.2%	27.5%
2012 Environmental Protection Agency	8,534	51.4%	24.0%	24.6%
2012 Region 4, Atlanta	612	52.2%	24.0%	23.9%
2011 Region 4, Atlanta	485	48.1%	21.8%	30.0%
2010 Region 4, Atlanta	456	48.4%	22.1%	29.5%
2008 Region 4, Atlanta	417	51.4%	21.5%	27.1%
2006 Region 4, Atlanta	672	47.1%	25.8%	27.1%

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Satisfaction (continued)

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,832	48.0%	23.8%	28.2%
2012 Environmental Protection Agency	8,501	54.8%	22.4%	22.8%
2012 Region 4, Atlanta	611	56.3%	21.2%	22.6%
2011 Region 4, Atlanta	485	50.9%	20.9%	28.2%
2010 Region 4, Atlanta	456	56.4%	17.0%	26.5%
2008 Region 4, Atlanta	417	57.0%	20.8%	22.3%
2006 Region 4, Atlanta	672	52.0%	20.3%	27.7%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,372	43.4%	29.3%	27.3%
2012 Environmental Protection Agency	8,514	43.1%	31.2%	25.7%
2012 Region 4, Atlanta	612	44.6%	25.1%	30.3%
2011 Region 4, Atlanta	484	40.1%	30.6%	29.3%
2010 Region 4, Atlanta	455	36.5%	27.1%	36.5%
2008 Region 4, Atlanta	417	37.0%	28.4%	34.6%
2006 Region 4, Atlanta	672	39.7%	31.9%	28.4%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,630	36.4%	28.4%	35.1%
2012 Environmental Protection Agency	8,523	34.7%	32.3%	33.0%
2012 Region 4, Atlanta	613	35.2%	31.8%	33.0%
2011 Region 4, Atlanta	485	35.6%	25.0%	39.4%
2010 Region 4, Atlanta	455	34.4%	26.0%	39.6%
2008 Region 4, Atlanta	417	36.6%	27.3%	36.1%
2006 Region 4, Atlanta	672	34.2%	29.1%	36.7%

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Satisfaction (continued)

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,514	53.7%	23.5%	22.8%
2012 Environmental Protection Agency	8,522	49.8%	28.5%	21.7%
2012 Region 4, Atlanta	613	54.2%	25.1%	20.7%
2011 Region 4, Atlanta	483	55.1%	23.9%	21.0%
2010 Region 4, Atlanta	455	55.6%	20.9%	23.5%
2008 Region 4, Atlanta	417	56.7%	27.3%	15.9%
2006 Region 4, Atlanta	672	54.9%	25.2%	19.9%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,211	68.0%	17.3%	14.7%
2012 Environmental Protection Agency	8,512	70.4%	16.2%	13.4%
2012 Region 4, Atlanta	611	69.5%	16.2%	14.3%
2011 Region 4, Atlanta	484	68.6%	16.8%	14.6%
2010 Region 4, Atlanta	456	68.7%	16.6%	14.7%
2008 Region 4, Atlanta	417	67.5%	18.7%	13.8%
2006 Region 4, Atlanta	672	69.6%	15.8%	14.6%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,947	58.8%	17.2%	24.0%
2012 Environmental Protection Agency	8,524	66.8%	16.7%	16.5%
2012 Region 4, Atlanta	614	69.0%	15.3%	15.7%
2011 Region 4, Atlanta	484	70.3%	14.1%	15.6%
2010 Region 4, Atlanta	455	72.7%	13.3%	14.0%
2008 Region 4, Atlanta	417	66.5%	16.5%	17.0%
2006 Region 4, Atlanta	672	66.9%	16.2%	16.9%

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

My Satisfaction (continued)

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
2012 Governmentwide	651,064	58.9%	21.6%	19.5%
2012 Environmental Protection Agency	8,536	64.7%	18.9%	16.4%
2012 Region 4, Atlanta	612	64.0%	17.6%	18.5%
2011 Region 4, Atlanta	481	58.6%	25.6%	15.8%
2010 Region 4, Atlanta	455	61.5%	19.1%	19.4%
2008 Region 4, Atlanta	417	56.8%	20.7%	22.5%
2006 Region 4, Atlanta	672	58.4%	22.0%	19.6%

Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2012 Governmentwide	651,238	36.2%	57.9%	5.9%
2012 Environmental Protection Agency	8,533	86.5%	10.3%	3.2%
2012 Region 4, Atlanta	610	94.2%	4.7%	1.1%
2011 Region 4, Atlanta	483	86.0%	10.7%	3.2%
2010 Region 4, Atlanta	--	--	--	--
2008 Region 4, Atlanta	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2012 Governmentwide	631,985	2.6%	7.7%	3.8%	9.6%
2012 Environmental Protection Agency	8,496	1.2%	30.8%	13.1%	26.2%
2012 Region 4, Atlanta	611	0.9%	40.1%	19.4%	22.5%
2011 Region 4, Atlanta	483	1.1%	17.6%	22.5%	33.2%
2010 Region 4, Atlanta	--	--	--	--	--
2008 Region 4, Atlanta	--	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--	--

(continued)

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

		Do Not Telework			
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2012 Governmentwide	631,985	35.0%	6.2%	22.2%	12.9%
2012 Environmental Protection Agency	8,496	3.5%	2.4%	7.0%	15.9%
2012 Region 4, Atlanta	611	1.9%	1.7%	2.7%	10.8%
2011 Region 4, Atlanta	483	3.3%	4.4%	8.2%	9.7%
2010 Region 4, Atlanta	--	--	--	--	--
2008 Region 4, Atlanta	--	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2012 Governmentwide	648,172	32.3%	45.3%	22.4%
2012 Environmental Protection Agency	8,485	67.7%	29.7%	2.6%
2012 Region 4, Atlanta	612	65.3%	33.9%	0.8%
2011 Region 4, Atlanta	479	65.9%	32.9%	1.2%
2010 Region 4, Atlanta	--	--	--	--
2008 Region 4, Atlanta	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2012 Governmentwide	646,836	29.3%	58.7%	12.0%
2012 Environmental Protection Agency	8,486	41.0%	55.4%	3.6%
2012 Region 4, Atlanta	612	46.1%	52.4%	1.5%
2011 Region 4, Atlanta	478	43.3%	55.0%	1.7%
2010 Region 4, Atlanta	--	--	--	--
2008 Region 4, Atlanta	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

Work/Life (continued)

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2012 Governmentwide	645,355	14.0%	80.0%	6.0%
2012 Environmental Protection Agency	8,436	11.9%	85.1%	3.0%
2012 Region 4, Atlanta	611	10.4%	86.5%	3.1%
2011 Region 4, Atlanta	478	7.1%	89.5%	3.3%
2010 Region 4, Atlanta	--	--	--	--
2008 Region 4, Atlanta	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2012 Governmentwide	648,002	3.7%	79.1%	17.2%
2012 Environmental Protection Agency	8,481	3.7%	86.5%	9.8%
2012 Region 4, Atlanta	613	4.9%	88.1%	7.0%
2011 Region 4, Atlanta	478	2.9%	90.9%	6.2%
2010 Region 4, Atlanta	--	--	--	--
2008 Region 4, Atlanta	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2012 Governmentwide	647,966	2.5%	80.0%	17.6%
2012 Environmental Protection Agency	8,490	3.3%	86.6%	10.2%
2012 Region 4, Atlanta	611	3.3%	87.6%	9.1%
2011 Region 4, Atlanta	475	0.6%	89.2%	10.1%
2010 Region 4, Atlanta	--	--	--	--
2008 Region 4, Atlanta	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

Work/Life (continued)

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	187,559	72.8%	17.5%	9.7%	21,200
2012 Environmental Protection Agency	6,023	80.6%	12.0%	7.4%	103
2012 Region 4, Atlanta	507	84.1%	10.2%	5.7%	3
2011 Region 4, Atlanta	356	73.8%	16.2%	9.9%	6
2010 Region 4, Atlanta	--	--	--	--	--
2008 Region 4, Atlanta	--	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	228,200	88.5%	8.0%	3.5%	5,463
2012 Environmental Protection Agency	5,758	93.1%	4.7%	2.1%	52
2012 Region 4, Atlanta	399	95.8%	3.7%	0.5%	6
2011 Region 4, Atlanta	318	94.7%	4.3%	1.0%	3
2010 Region 4, Atlanta	--	--	--	--	--
2008 Region 4, Atlanta	--	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	184,051	80.0%	16.6%	3.4%	12,511
2012 Environmental Protection Agency	3,394	87.1%	10.7%	2.2%	121
2012 Region 4, Atlanta	270	85.4%	13.3%	1.2%	10
2011 Region 4, Atlanta	207	93.2%	5.3%	1.5%	6
2010 Region 4, Atlanta	--	--	--	--	--
2008 Region 4, Atlanta	--	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

Work/Life (continued)

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	88,192	75.6%	20.6%	3.8%	11,655
2012 Environmental Protection Agency	991	79.9%	17.2%	2.9%	139
2012 Region 4, Atlanta	52	84.2%	15.8%	0.0%	13
2011 Region 4, Atlanta	34	85.1%	14.9%	0.0%	6
2010 Region 4, Atlanta	--	--	--	--	--
2008 Region 4, Atlanta	--	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	18,627	72.0%	24.3%	3.7%	6,929
2012 Environmental Protection Agency	265	74.2%	23.1%	2.8%	103
2012 Region 4, Atlanta	20	75.3%	24.7%	0.0%	10
2011 Region 4, Atlanta	13	68.3%	31.7%	0.0%	7
2010 Region 4, Atlanta	--	--	--	--	--
2008 Region 4, Atlanta	--	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	12,577	67.9%	30.0%	2.2%	5,846
2012 Environmental Protection Agency	248	70.4%	27.9%	1.8%	82
2012 Region 4, Atlanta	13	55.0%	45.0%	0.0%	8
2011 Region 4, Atlanta	6	32.0%	68.0%	0.0%	6
2010 Region 4, Atlanta	--	--	--	--	--
2008 Region 4, Atlanta	--	--	--	--	--
2006 Region 4, Atlanta	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

Environmental Protection Agency
Region 4, Atlanta
1st Level Trend Report

Demographic Questions

85. *Where do you work?*

	N	%
Headquarters	30	4.9%
Field	579	95.1%

86. *What is your supervisory status?*

	N	%
Non-Supervisor	469	76.6%
Team Leader	62	10.1%
Supervisor	51	8.3%
Manager	23	3.8%
Executive	7	1.1%

87. *Are you:*

	N	%
Male	290	47.8%
Female	317	52.2%

88. *Are you Hispanic or Latino?*

	N	%
Yes	25	4.2%
No	576	95.8%

89. *Race*

	N	%
American Indian or Alaska Native	3	0.5%
Asian	16	2.8%
Black or African American	156	26.9%
Native Hawaiian or Other Pacific Islander	4	0.7%
White	388	67.0%
Two or more races (Not Hispanic or Latino)	12	2.1%

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

Demographic Questions (continued)

90. What is your age group?

	N	%
25 and under	1	0.2%
26-29	17	2.8%
30-39	89	14.9%
40-49	188	31.4%
50-59	223	37.3%
60 or older	80	13.4%

91. What is your pay category/grade?

	N	%
Federal Wage System	1	0.2%
GS 1-6	1	0.2%
GS 7-12	194	31.6%
GS 13-15	407	66.4%
Senior Executive Service	9	1.5%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	1	0.2%

92. How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	14	2.3%
1 to 3 years	47	7.8%
4 to 5 years	32	5.3%
6 to 10 years	73	12.0%
11 to 14 years	62	10.2%
15 to 20 years	54	8.9%
More than 20 years	324	53.5%

93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	16	2.6%
1 to 3 years	66	10.8%
4 to 5 years	35	5.7%
6 to 10 years	77	12.6%
11 to 20 years	133	21.8%
More than 20 years	282	46.3%

Environmental Protection Agency

Region 4, Atlanta

1st Level Trend Report

Demographic Questions (continued)

94. *Are you considering leaving your organization within the next year, and if so, why?*

	N	%
No	479	78.4%
Yes, to retire	34	5.6%
Yes, to take another job within the Federal Government	73	11.9%
Yes, to take another job outside the Federal Government	13	2.1%
Yes, other	12	2.0%

95. *I am planning to retire:*

	N	%
Within one year	21	3.5%
Between one and three years	53	8.8%
Between three and five years	57	9.5%
Five or more years	471	78.2%

96. *Self-Identify as:*

	N	%
Heterosexual or Straight	514	90.5%
Gay, Lesbian, Bisexual, or Transgender	12	2.1%
I prefer not to say	42	7.4%

97. *Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?*

	N	%
Yes	79	13.0%
No	528	87.0%

98. *Are you an individual with a disability?*

	N	%
Yes	38	6.3%
No	564	93.7%